

Welcome to NASA: Update

Thrift Savings Plan (TSP) Roth – A New TSP Element

The TSP Roth feature is now available for NASA employees and members of the uniformed service. This new benefit allows Federal employees and members of the uniformed services to make contributions in their TSP accounts on an after-tax basis from their basic pay. This means when you withdraw your Roth contributions and their earnings, you will not have to pay taxes on them if you are 59 ½ or older or permanently disabled and have made Roth contributions for a minimum of five years from the date you receive your distribution. Also, Roth contributions are maintained as a separate balance from your traditional (pre-tax) TSP contributions.

Determining if Roth is right for you: As each employee's situation varies, after reviewing the below information and information available at TSP's website by going to www.tsp.gov, it is recommended that you consult with a qualified tax or financial advisor prior to making a final decision. Employees may benefit from Roth if one of the below applies to them:

- Prefer to pay taxes now and have tax-free withdrawals during your retirement
- Currently in a low tax group and expect to be in a higher group upon retirement or within the next few years
- Uniformed services member making contributions from tax-exempt pay
- Are over age 50 and currently making catch-up contributions and would like to continue making contributions

Signing up for Roth: To elect to make Roth contributions, you may complete the TSP-1 Election form in the Entrance On Duty System (EODS) at <https://eods.nasa.gov> or access Employee Express by going to <https://www.employeeexpress.gov>. Please note, if you are a new hire, you will receive your information to log into Employee Express within 30 days from your entrance on duty date. To elect, you may designate a whole percentage or whole dollar amount of your basic pay as Roth contributions and/or replace Roth with your traditional (pre-tax) contributions. TSP contributions which currently exist in your account will remain as part of your traditional (pre-tax) contributions.

Additional Information: To find additional information about the Roth TSP feature, visit the TSP website at www.tsp.gov. If you have questions about Roth and your participation, contact the NASA Shared Services Center (NSSC) Customer Contact Center at 1-877-677-2123 and ask to speak to a Benefits Counselor or you may send an e-mail to nssc-contactcenter@nasa.gov.